



SECRETARY-TREASURER'S REPORT

SECRETARY-TREASURER'S REPORT

George Davison



GEORGE DAVISON

Activities Report 2013-2014

Welcome to Whistler, and thank you to all for the work done to get us here, both in the office and by our hosts, Local 15, the Vancouver Community College Faculty Association. I hope you find the AGM and convention productive, and that you enjoy the activities planned by our hosts. FPSE's Secretary-Treasurer is responsible for overseeing the Federation's finances, supervising administration and financial coordinators in the office, as well as representing and supporting member locals at the provincial and national levels.

FPSE EVENTS, COMMITTEES AND MEMBER SERVICES

The Executive and Presidents' Council meet face-to-face six times a year, and one of these meetings was our annual lobby on the legislature in Victoria. We had a productive meeting with Minister Virk and two ministry officials, Deborah Hull, Executive Director, Teaching Universities, Institutions and Aboriginal Programs Branch, and Claire Avison, Assistant Deputy Minister, Sector Strategy and Quality Assurance, all of whom

were open to continuing dialogue.

I am more than ably assisted in my capacity as Secretary-Treasurer by Administrative Coordinator Gisele da Silva. We're now working on coming events, Presidents' Retreat at Harrison Hot Springs Hotel in June, and looking at venues in the Okanagan for next year's AGM. We continue to use the Hyatt Regency hotel for meetings and accommodation in Vancouver.

We welcomed Leah Squance as a new Staff Representative to FPSE in November, replacing Jeff McKeil who took a bargaining position at CAUT. We also added Administrative Coordinator Jenny Arsenault to our permanent staff, and welcomed Administrative Coordinator Sara Rozell back from parental leave. This allows us to do some staff succession planning and to focus on projects that require dedicated resources, such as the digitization of our files and archives into an electronic document management system.

I also serve as Executive Liaison to the Contract Administration Review Committee (CARC), which is chaired by Local 10's Lui Marinelli, and which meets twice a year in October and January. We had an excellent presentation by Staff Rep Zoe Towle on privacy, and continue to share information on contract violations, issues that arise, and grievances. Lui has been re-elected CARC Chair, and sits on the Grievance and Arbitration Review Committee (GARC), (which I chair,) along with FPSE's five Labour Relations Staff Representatives. We meet on a semi-regular basis to discuss cases that locals bring for consideration of support to arbitration. The committee met ten times in the past year, and I report regularly on the committee's activities to Presidents' Council and CARC. A ongoing

report on FPSE grievances and arbitration database – all cases we have dealt with since April 1, 2009 – is now in a spreadsheet, and 75 percent of all of our legal costs go through the GARC process. We are now tracking cases as a matter of course, and we'll soon be able to analyze trends and successes/failures. Thanks to Administrative Coordinator Mary Bruegeman for her work on this, and to Matt Toma and the Staff Representatives for helping out.

Another of my duties is chairing the International Solidarity Fund Committee, which met in March to allocate this year's \$38,845 fund. Nine proposals were received, down from nineteen in 2013, and eight were funded. Thanks to local members for their commitment to international solidarity, and to committee members Eliza Gardiner (HRISC Chair), HRISC Executive Liaison Terri Van Steinberg (05), Susan Weber (14), and Tim Walters (09), for their work in assessing these proposals.

I attended several College Pension Plan Partner meetings with Cindy Oliver and Second Vice-President Frank Cosco, as we finalized changes to the Pension Plan in January. The Finance Sub-Committee, myself along with Executive members Frank Cosco and Leslie Molnar (06), worked on a policy to access organizing funds, which was approved by presidents in March.

One ongoing project has been our administration density study. I've had some difficulty gathering 2002 information to serve as a benchmark in a review that spans the 2002-2012 period. However, the big picture is that the number of administrators in our system has increased by 48 percent and their pay by 203 percent. We've been hearing some administrations have been concerned

SECRETARY-TREASURER'S REPORT

about recent changes to provincial accounting practices that make institutional surpluses impossible to use. As of March 31, 2013, post-secondary institutions in BC were sitting on \$3.7 billion in surpluses, though endowment funds make up a large proportion of that. Still, we've seen large increases at Douglas, Emily Carr, Okanagan, TRU and VIU, and even smaller institutions could well use some access to their own surpluses to meet operating cost increases.

Thanks to locals who invited me to various events: VCCFA's Christmas dinner and February appreciation dinner, FACNC in February, VCCFA's ESL rally in March, Douglas' ESL rally and KFA's AGM in April. I'm always happy to visit locals.

ACIFA, OPSEU, BCFL, CAUT, NUCAUT AND CUFA/BC

FPSE continues to work with ACIFA, our sister organization in Alberta. Either Cindy or I attend their AGM and conference, and we meet with their representatives, as well as OPSEU members, at every CAUT Council. I met with President Doug Short and VP External Relations Anna Beukes in October when they were in town for CAUT's Western Regional Conference. FPSE did not attend because of the local organizers' insistence that only faculty from research institutions were welcome.

I chair the BCFED's Education Committee which meets every two months and continues to work on a Labour Education database, a list of union courses and contacts housed on the BCFED's website so that affiliates do not have to reinvent the wheel in developing workshops or training sessions for members. We also spent considerable time dealing with convention recommendations and have started

thinking about recommendations for the next full convention this November. The BCFED's Public Sector Bargaining Committee met quite often last fall. Staff Representative Lesley Burke-O'Flynn and I sit on the committee, which continues to coordinate public sector bargaining and to share information. The Executive Council meets every two months, but other commitments kept me from part of the Harrison meeting in February, and from the Fed's lobby in Victoria which coincided with our own.

On March 26, the BCFED held a summit on the public sector, identifying opponents and allies, and then considering what gaps there are in what we do (or would like to do), and how to address them. This meeting was the beginning of a dialogue the labour movement needs to have, and will likely broaden with more involvement from the private sector unions, leading to a course of action we can all agree on.

I attended CUFA/BC's fall meeting where Minister Virk and DM Sandra Carroll made an appearance, the first in many years at CUFA meetings; I invited both to meet with FPSE. I also attended their next meeting which featured the Distinguished Academic Awards dinner.

The Canadian Association of University Teachers' (CAUT) Contract Academic Staff Committee met as usual in late August and in early March. Cathy Christie (Queen's) is the current chair, and she attended our Pacific Northwest Non-Regular Conference at VCC on January 25. Also in attendance were Jack Longmate, Keith Hoeller, and Tom McCarthy from Washington and Oregon, and reps from the SFU and BCITFSA. The CAS committee dealt with the usual array of model clauses and policy statements. Its book project has received many submissions,

including one by Frank Cosco and me.

CAUT Council met just after November's PC. The fall council begins with a Parliament Hill Day. I had lobby meetings with Hedy Fry (Lib), Fin Donnelly (NDP), and John Weston (Cons). On the morning of the first day of Council, NUCAUT members gather to hear what's going on at the CLC and share information about local events. Council itself featured panels on the attack on equity (e.g. men's rights organizations harassing women activists on campus), and on learning outcomes (a new evil popping up across the country that we in BC experienced 15 years ago), David Robinson's report on the latest polls, Jim Turk's review of recent attacks on academic freedom, and a vote on the just-concluded bargaining with CAUT's COPE staff. There was also an issues session on CAS matters early one morning. I stayed an extra day to participate in

the CLC's Parliament Hill lobby on December 3, meeting with Surrey-area MP Nina Grewal, along with two UNIFOR rail brothers from New Brunswick. We pushed for CPP improvements and changes to Bills C-5 on health and safety.

As NUCAUT President, I sit on the Canadian Labour Congress' Canadian Council. Last November, topics included acceptance of the Structural Review Committee's recommendations, many of which came out of the Task Force on Labour Council's review that I participated in, updates on the coming convention, the political landscape (Bills C-377, C-525 and C-4), the Labour Community Action Networks, the Fairness Works campaign, the Canada Pension and temporary foreign workers campaigns, and a pitch from the Tye to go national from its successful BC base. Napoleon Gomez Urrutia, exiled President of Mexico's



AGM 2013, NANAIMO

SECRETARY-TREASURER'S REPORT

National Mining and Metal Workers Union, and Thomas Mulcair, Leader of the Opposition, were guest speakers.

There was an extraordinary Canadian Council meeting in Ottawa on January 27-28, called to deal with the question of funding the Fairness Works campaign. To continue the defense of unions and workers against federal and provincial government attacks, the Canadian Council approved increases to the per capita from 70 to 75 cents per member per month, and two special levies of \$1.50 that, if approved by the convention, would take effect on June 1, 2014 and January 1, 2015. These funds will help bolster the member-to-member campaign, as well as the ongoing work to raise the profile of unions in Canada, all leading up to the expected 2015 federal election. I also attended the General Resolutions committee meeting in Ottawa on March 10. It is co-chaired by CUPE National President Paul Moist and ACTRA President Fern Downie. Jim Iker from the BCTF and Gwenne Farrell of COPE 378 were also there.

NUCAUT's National Executive Board met several times to deal with the unbudgeted CLC political action levies. Our initial stance was to seek voluntary compliance and take the \$2.03 levy to the convention in May; however, this would have meant NUCAUT would not have been able to go to the CLC convention, as we would not have been in good standing. The NEB met while I was in Ottawa on December 2 and passed a resolution saying that NUCAUT would pay the levy out of its reserves and reimburse those locals, including FPSE, who had already paid. We recently had another meeting and decided to take to the convention a resolution saying that NUCAUT would pay the June 1 levy (now \$1.25 per member), but locals would pay the January

1, 2015 levy (also \$1.25). Resolutions have been submitted to the CLC, and locals are in the process of selecting delegates to the convention, which will occur at the Palais du Congrès in Montreal on the evening of May 4 and the morning of May 5. The CLC Convention will take up the rest of the week.

OTHER EXTERNAL EVENTS AND REPRESENTATIONS

I've continued to be involved in the United Way of the Lower Mainland as co-chair of the Campaign Labour Committee with Irene Lanzinger. We meet monthly to ensure that workplace campaigns run smoothly, but this year focused more on elevating the role and awareness of labour at the Campaign Cabinet level. Mervyn Van Steinburg and Dileep Athaide greatly assist Irene and me with their vast connections and experience in pursuing what works. I also continue on the Board as one of five labour reps, with Steve Hunt, now chair of the board, Amber Hockin, Gwenne Farrell, and Joey Hartman. I sit on the Community Investment and Relations Committee, which oversees the allocation of the \$27 million dollars spent by the United Way. The Board has undertaken a strategic planning review as recently campaign goals have not quite been reached, the number of donors has tailed off, the economy has been weak, and competition for donor dollars has stiffened. The United Way has had to dip into reserves to continue funding projects, and there has been a shuffling of allocations because of increased government commitment to Better at Home, a program running in many communities around the province to help keep seniors in their homes. Work needs to be done on refocusing the United Way, assessing and communicating the impact of what we do, and connecting better

with donors. Other events included the Labour Breakfast on October 3, the annual Labour Appreciation Dinner on December 5, and the annual Spirit Awards on March 11.

The Public Education Network Society still works without a President, though Vice-President Dileep Athaide, Mike and Janice Zlotnik, Roselynn Verwood and I as Secretary serve as a coordinating committee for the Think Tank that began last year with Bill and Sandra Bruneau, the CCPA's Iglia Ivanova, the BCTF's Larry Kuehn and retired staff rep Mavis Lowry, CUPE's John Malcolmson, UBC Education Professor Wendy Poole and sessional EE-Seul Yoon, and a few others. We did some good work producing op eds leading up to last May's election, and have continued to work on governance and funding issues. A few have been involved in the Metro Vancouver Alliance, which, after four years of relationship building, finally announced its arrival in the world on March 19 with focus areas of housing, transit, poverty and social isolation. The kick-off was a who's who of faith organizations, youth groups, neighborhood houses, union locals, co-ops, academic departments and community non-profits.

The CCPA's annual gala event was held on March 13. Kevin Page, former Parliamentary Budget Officer, was the keynote speaker. I sit on the steering committee for the SFU Labour Studies Program, and we welcomed Kendra Strauss-Donald, the first Labour Studies tenure-track professor. I am still working with Jim Sinclair and Dale McCartney on a course called "Labour & Politics in Canada" that Dale will be teaching this summer at SFU.

Many thanks again to President Cindy Oliver who works so hard on so many fronts for FPSE members and who is a constant source of support and advice. Thanks to the Executive – Dominique Roelants, Frank Cosco, Terri Van Steinburg and Leslie Molnar. Thanks to all the Local Presidents who put in so much time working for their members and the Federation. And thanks to our Standing Committee Chairs and members who also do such good work. Special thanks to Financial Coordinator Matt Toma, and to Administrative Coordinators Gisele da Silva, Mary Bruegeman, Nancy Yip, Angela Kenyon, Sara Rozell and Jenny Arsenault; and to our Staff Reps Lesley Burke-O'Flynn, Weldon Cowan, Sean Hillman, Phillip Legg, Leah Squance and Zoe Towle.

Financial Report 2013-2014

Last year, we budgeted total revenues of \$3,956,416, and fortunately total revenues for 2013-14 were slightly higher than expected at \$4,098,693. At our last AGM, members approved an operating budget with a projected deficit of \$158,979. At year-end, our actual net operating revenues were \$3,671,780 and actual net expenditures came in at \$3,643,306. This

resulted in a net operating surplus of \$ 28,474 and no transfer was required from the Defence Fund for this fiscal year.

On the expenditures side, legal fees were higher than last year (\$576,417 compared to \$484,848) due to a steady number of grievances and arbitrations.

SECRETARY-TREASURER'S REPORT

Our Operating Reserve Fund, had a market value of \$551,006 on March 31, an increase of \$57,000 over last year. The increase is due to a \$ 50,000 contribution of excess cash at year end from the General Operating Fund, and \$ 7,000 in realized net income from the fund.

The Defence Fund valuation at year-end stood at \$9.21 million, an increase of \$ 900,000 thanks to our fund managers at Richardson (formerly Macquarie Private Wealth), Brian Worth and Gerald Allaye-Chan.

FPSE'S 2014-15 PROPOSED BUDGET

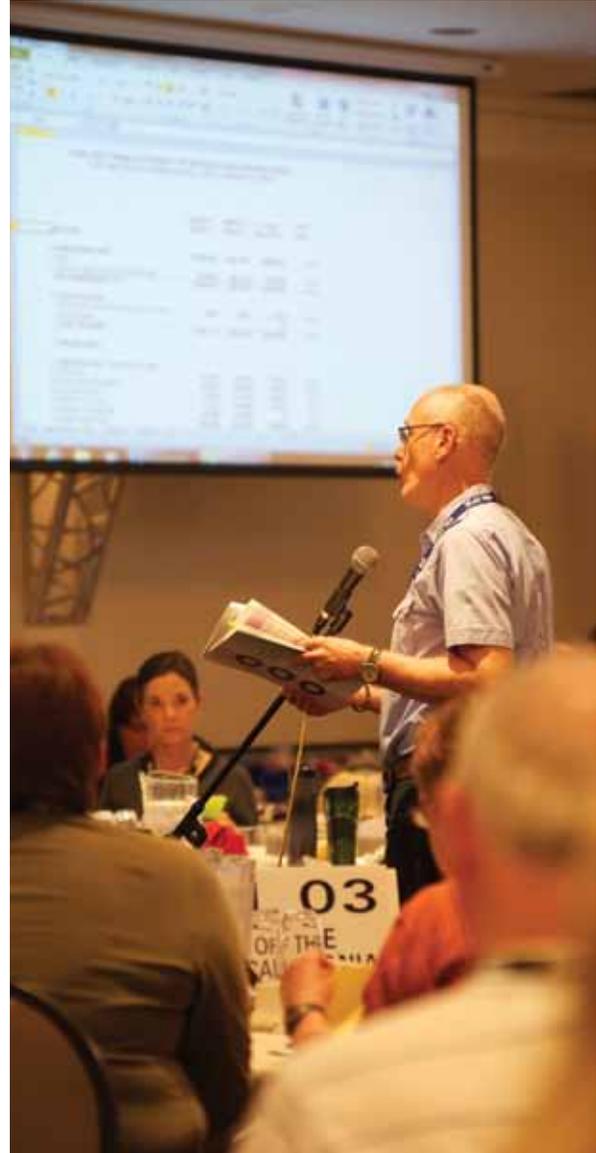
Thanks to pay increases and scale growth, we expect a 3% increase in membership dues for total budgeted revenue from Membership Dues of \$ 4,221,654 for 2014-2015.

As we automatically transfer 10% of dues to the Defence Fund, our net revenue is expected to be \$3,799,488.

The operating expenses also reflect a modest collective agreement increase in staff compensation. The CUPE 1004 Collective Agreement expired last September 30, and there may be increases as a result of the next round of negotiations.

We anticipate similar expenditure levels for President's Council, Committees, Advocacy and Affiliation, increased expenditures for Compensation, and Events, and decreased expenditures for Administration. Taken all into account, total net expenditures are expected to be \$3,845,544.

We therefore present an operating budget with an overall projected deficit of \$24,055. Once the



AGM 2013, NANAIMO

Defence Fund transfer occurs, that should be zeroed out.

On the capital side, we are proposing a budget for 2014-2015 with expenses totaling \$37,000, \$30,000 for computer equipment upgrades and standard allocations of \$5,000 for leasehold and \$ 2,000 equipment expenses.